

Crime Abatement Plan of Action



**Willie W. Herenton,
Mayor**

MESSAGE FROM MAYOR WILLIE W. HERENTON

Sept. 28, 2006

It is clear that we have a crime problem in Memphis. It is also clear that we are not alone.

Over the last several months, I have been deliberate and rational while analyzing our crime data and law enforcement needs. I am now convinced that we need more manpower and more effective uses of technology in our efforts to reduce crime.

As mayor of this city, I accept the responsibility and accountability for making Memphis a safer place in which to live, work and recreate.

The recent increase in crime in our city is unacceptable and I pledge the necessary human and financial resources of this city to attack crime. I hope that the Memphis City Council will support my action plans.

The office of the mayor cannot address the crime problem without the help of the total community, more specifically the faith-based institutions, private sector and other governmental agencies.

Debating FBI statistics will not address the crime problem in our city. Pointing fingers will not solve our crime problems. Only by making available the necessary resources and implementing effective crime abatement action plans will our city see progress.

Plan Components

√ **APPREHENSION**

- Continue Blue Crush
- Hire an additional 500 officers
- Increase the size of the police reserve unit to ensure more coverage
- Open nine (9) mini-precincts

√ **TECHNOLOGY**

- Research Video Surveillance Concept
- Research Real Time Crime Center Concept

√ **RECRUITMENT**

- Request Change of Residency Requirement
- Consider Bonus Plan (including lateral transfer)
- Tuition Reimbursement
- Eliminate college education requirement

√ **PREVENTION**

- Year-round youth program (including 5,000 summer jobs)
- Enhance neighborhood watch
- Increase code enforcement
- Increase patrol units

√ **PARTNERSHIP DEVELOPMENT**

- Faith based institutions
- Business community
- Schools and Neighborhoods

√ **ESTABLISHMENT OF MEMPHIS POLICE FOUNDATION**

BEST PRACTICES: Successful Law Enforcement Model

New York City

New York has been nationally recognized for its success in decreasing crime. They have 4.57 officers per 1,000 population. If we are to combat crime successfully, Memphis needs to increase its complement of police officers.

City	Population	Current Complement	Current Officers per 1,000
Memphis	672,277	2018	3.00
New York	8,143,197	37,200	4.57
Los Angeles	3,844,829	9,324	2.43
Houston	2,016,582	4,905	2.43
San Diego	1,255,540	2,063	1.64
Dallas	1,213,825	2,841	2.34
Detroit	886,671	3,847	4.34
Jacksonville	782,623	1,463	1.87
Baltimore	635,815	3,200	5.03
Charlotte	610,949	1,539	2.52
Seattle	573,911	1,248	2.17
Nashville	549,110	1,217	2.22
Las Vegas	545,147	2,353	4.32
Atlanta	470,688	1,700	3.61
Mesa	442,780	835	1.86

500 officers will increase the Memphis complement to 2518.

The number of Memphis Police officers per 1,000 w/additional 500 officers will be 3.75

COST ANALYSIS

Total Cost for Hiring 500 Additional Officers

- Recruit Salary and Training Costs for 500 recruits - \$11,553,390
- Uniforms and Equipment - \$3,098,000
- Vehicle Costs (360 Vehicles) - \$9,229,320
- Officer Salary after training (1st and 2nd year) - \$23,899,250

Total Costs for 500 Additional Officers: \$47,779,960 by the end of FY2010

Hiring Scale and Costs

Year	Salary	# of Officers
2008	\$11,317,250	250 Officers
2009	\$23,899,250	500 Officers
2010	\$26,113,250	500 Officers*
2011	\$28,317,500	500 Officers**
2012	\$29,572,500	500 Officers***
Total Cost by FY 2012		\$29,572,500

*Costs for 500 Officers 2nd through 3rd pay scale.

**Costs for 500 Officers 3rd through 4th pay scale.

***All 500 Officers will top out in 2012 for a total salary cost of \$29,572,500 for each budget year (no raises considered)

COST ANALYSIS CONT'D

Salary Scale with Benefits

Rank	Base Salary
PIIP (probationary)	\$45,269
PII (1st step increase)	\$50,328
PII (2nd step increase)	\$54,125
PII (Final step increase)	\$59,145